

COURSE	Contemporary Issues in Human Resource Management
FACULTY	Luisa Helena Pinto Assistant Professor at the School of Economics, University of Porto Portugal lh Pinto@fep.up.pt
COURSE OBJECTIVES	The main purpose of this program is to introduce participants to the the challenges and opportunities of managing people in organizations. The program includes videos and case discussions related to the aims of attracting, retaining and developing human talent.
COURSE OUTLINE	<p>Session 1: HRM – Origins, Challenges & Contradictions This initial session covers the history of people management and introduce participants into the core purposes of HRM.</p> <p>Session 2: Attract & Select Human Talent This session addresses the processes of HR Planning, Recruitment and Selection.</p> <p>Session 3: Develop Human Talent This session discusses the processes of training & development</p> <p>Session 4: Retain Human Talent This session focuses the processes of performance appraisal and compensation</p>
TEACHING METHODS	Interactive and supported by audiovisuals: initial lecture followed by short cases and learning videos.
DATES DURATION	6 to 9 July'2015 16 contact hours / 2 ECTS credits
ASSESSMENT	Final Exam – 1,5 hour.
REFERENCES	Books: Armstrong, M. (2012). <i>A handbook of human resources management practice</i> (12th edition). London: Kogan Page Limited. Ulrich, D. et al. (2009). <i>HR Transformation: Building Human Resources From the Outside In</i> . RBL Institute.
LEARNING SOURCES	Papers: Cleveland, J. N., Byrne, Z. S. and Cavanagh, T. M. (2015) 'The future of HR is RH: Respect for humanity at work', <i>Human Resource Management Review</i> , Online. DeNisi, A. S., Wilson, M. S. and Biteman, J. (2014) 'Research and practice in HRM: A historical perspective', <i>Human Resource Management Review</i> , Online.

COURSE	Contemporary Issues in Human Resource Management
	<p>Thompson, P. (2011) 'The trouble with HRM', <i>Human Resource Management Journal</i>, 21(4), pp. 355–367.</p> <p>Ulrich, D. and Dulebohn, J. H. (2015) 'Are we there yet? What's next for HR?', <i>Human Resource Management Review</i>, Online.</p> <p>Sites and Videos:</p> <ul style="list-style-type: none"> • HR Guide - http://www.hr-guide.com/ • SHRM – Society for Human Resource Management – HR Cases - http://www.shrm.org/Education/hreducation/Pages/cases.aspx • Ted Talks List - http://www.ted.com/talks • What's HR? - http://www.youtube.com/watch?v=WZfbruplXV4 <p>Cases:</p> <ul style="list-style-type: none"> • Selected from - The Times 100 Teaching business studies by example - http://businesscasestudies.co.uk/#axzz2e0cE4llf